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SAP C_THR81_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> Managing Clean Core: In this topic, SAP consultants explore the significance of maintaining a clean core in ERP systems to promote operational efficiency. It emphasizes strategies for enhancing business process agility and minimizing customization efforts, fostering innovation within a clean core framework. Additionally, best practices for seamless integration of systems are discussed, ensuring consultants gain expertise in maintaining a clean and adaptable ERP environment.
Topic 2	<ul style="list-style-type: none"> Approvals for Self-Service: SAP consultants learn to design and set up efficient approval processes for self-service transactions. The topic focuses on creating workflows to facilitate user-friendly approval experiences while enhancing overall user satisfaction during the approval process.
Topic 3	<ul style="list-style-type: none"> Position Management: SAP consultants delve into configuring Metadata Framework (MDF) objects and implementing rules tailored to position management scenarios. This topic covers best practices for maintaining position data and configuring permissions.
Topic 4	<ul style="list-style-type: none"> HR Transaction Rules: This topic guides SAP consultants in creating and testing rules that automate HR transactions, ensuring their smooth integration with other HR processes. It highlights methods for evaluating rule effectiveness, enabling consultants to optimize HR workflows for seamless operations.

Topic 5	<ul style="list-style-type: none"> Employee Central Core: This topic equips SAP consultants with the knowledge to configure foundation and HR-related objects, enabling efficient management of organizational data. It explains the creation and application of business rules for automation, configuring workflows, and deriving event reasons. Consultants will also master managing user permissions and security protocols, vital for a secure and streamlined Employee Central Core setup.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q51-Q56):

NEW QUESTION # 51

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. RFC
- B. SOAP
- C. IDoc
- D. OData

Answer: B,D

NEW QUESTION # 52

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- A. Create permission groups for each legal entity and assign them to the HR admin role.
- B. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group
- C. Create dynamic groups per each legal entity and add the necessary approver steps.
- D. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.

Answer: B

NEW QUESTION # 53

An employee is changing their Last Name, so a CC workflow notification should be sent to their manager when is the CC workflow notification sent out?

- A. When the workflow is approved by all approvers
- B. When the workflow is sent back by any approver
- C. When the approvers decline the workflow
- D. When the employee initiates the workflow

Answer: A

NEW QUESTION # 54

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note: There are 2 correct answers to this question.

- A. Enable the auto-delegate permission for users.
- B. Enable the field in the Corporate Data Model.
- C. Define the delegate relationship in Employee Central.
- D. Enable the field in Succession Data Model.

Answer: A,B

Explanation:

To set up the Auto Delegation feature in Employee Central workflows, the following steps are required:

- * Enable Auto-Delegate Permission: Users must have the auto-delegate permission enabled, which allows them to define their delegates for workflows.
- * Enable Auto-Delegation in the Corporate Data Model: This configuration ensures that the system recognizes and supports the auto-delegation functionality at the framework level.

Correct Answers:

- * B: Enable the auto-delegate permission for users.
- * D: Enable the field in the Corporate Data Model.

NEW QUESTION # 55

You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information block.

What do you need to add to the data models? Note: There are 2 correct answers to this question.

- A. <field-criteria> as part of <hris-field="company">
- B. <association> as part of <hris-element id="jobInfo">
- C. <association> as part of <hris-element id="location">
- D. <field-criteria> as part of <hris-field="location">

Answer: C,D

Explanation:

To establish a one-to-many association from Location to Legal Entity and enable filtering of the Location field based on the Company field in the Job Information block, the following configurations are necessary:

- * Define the Association in the Location Object:
- * In the location object definition, add an <association> element to link it to the legalEntity object. This association should be defined within the <hris-element id="location"> section.
- * Configure Field Criteria for the Location Field:
- * Within the Job Information (jobInfo) element, add a <field-criteria> element as part of the <hris-field id="location">. This configuration ensures that the Location field is filtered based on the selected Company (Legal Entity) in the Job Information block.

Therefore, the correct answers are:

- * B: <field-criteria> as part of <hris-field id="location">
- * D: <association> as part of <hris-element id="location">

These configurations align with the standard practices for setting up associations and field criteria in SAP SuccessFactors Employee Central.

NEW QUESTION # 56

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